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12 Jun 87

Gary:

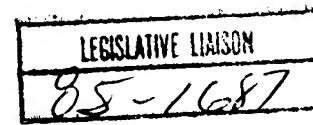
Enclosed is the annual report on the administration of CIARDS as you requested. Since 1978, we have submitted an annual report to the HPSCI, as required by that Committee. There is no such SSCI requirement. Do you see a need to change this?

STAT

Liaison Division

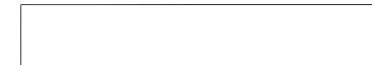
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**ANALYSIS OF DESIGNATION OF PARTICIPANTS
UNDER SECTION 203 OF THE CIA RETIREMENT ACT**

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December 1984

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INTRODUCTION

WHY THIS STUDY WAS MADE

Once each year the Central Intelligence Agency submits to appropriate Committees of Congress a report on its administration of the Central Intelligence Agency Retirement Act for Certain Employees. The annual report, of which this is the ninth, is primarily a review of the manner in which the Agency exercises its discretion to designate employees for participation in the Central Intelligence Agency Retirement and Disability System (CIARDS).

25X1 The Central Intelligence Agency Retirement Act for Certain Employees (50 U.S.C 403) was originally enacted in 1964. It authorized the Director of CIA to establish a retirement system for some, but not all, Agency employees, and to designate employees for participation in the system. The law provided very broad guidelines for eligibility and these guidelines have been made more specific by Agency regulations.

25X1 Employees must perform at least sixty months of qualifying service to be eligible for participation. All overseas service is qualifying, regardless of the location of employment or the type of service performed. Overseas means any location outside the fifty states, the District of Columbia, Puerto Rico, the Virgin Islands, and Guam.

Domestic service may be qualifying, but only if it meets a narrow set of rules which are strictly interpreted and applied. To qualify for participation in CIARDS, domestic service must:

1. Involve a substantial risk to the life or health of the employee;
or
2. Require the continued practice of tradecraft under conditions of most stringent security; or

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3. Be so specialized or sensitive that security regulations will probably prevent the employee from obtaining employment after retirement in his or her field of qualification.

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The legislative history of the CIA Retirement Act clearly expresses an understanding between the Agency and the Congress that the new system would not apply to all employees of the Agency. The Act did not set any limits, but it was understood that only about one-fourth to one-third of Agency employees would participate.

During 1976 hearings on a then pending Bill, H.R. 13615, some members of the House Armed Services Committee expressed concern that the Agency might have relaxed its policies for designating employees for participation in CIARDS, and that the retirement system was being made available to a larger percentage of employees than the Congress had intended. This concern resulted in the following directive contained in the Committee Report on H.R. 13615:

"When the CIA Retirement Act was originally considered by Congress in 1964 particular attention was focused on section 203 of the Act, which authorizes the Director to designate 'such Agency officers and employees whose duties are determined by the Director to be (i) in support of Agency activities abroad hazardous to life or health or (ii) so specialized because of security requirements as to be clearly distinguishable from normal government employment, hereafter referred to as participants, who shall be entitled to the benefits of the system'. Essentially that provision was the basis for creating a separate retirement system and it was the intent of Congress that this system should apply to the relatively small percentage of Agency employees who were actually subjected to these very special hazards.

"During the course of consideration of this legislation there have been indications that in recent years there may have been deviations on the part of the Agency in administrating this separate system from a strict application of the provisions of section 203 in designating officers and employees as participants in the CIA Retirement system in line with the original intent of Congress when that system was created.

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"Accordingly, in the exercise of its oversight function the Committee has directed that the CIA conduct a careful analysis of the application of the qualifying provisions of section 203 of the CIA Retirement Act in designating participants with reference to the special circumstances justifying their inclusion, and that the results of such analysis be reported to the Committee by the Director of Central Intelligence not later than October 1, 1976, and on an annual basis thereafter." [redacted]

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Reports of the annual studies after the first two have been submitted to the House Permanent Select Committee on Intelligence, which now excercises an oversight function with respect to the Central Intelligence Agency. That Committee has made clear its desire that the Agency continue to submit reports of annual studies. [redacted]

SCOPE OF THIS REPORT

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This study and report cover the fiscal year that began 1 October 1983 and ended 30 September 1984. Its primary objective is a review of actions involved in designating employees for participation in CIARDS and an analysis of whether the discretion exercised by the Agency is in full compliance with the law and the regulations and is consistent with established Agency policies. [redacted]

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Statistical tables of the end results of Agency actions during the fiscal year show more clearly than words just how the Congressional intent that CIARDS be maintained as a retirement system for a limited number of employees is being carried out by the Agency. [redacted]

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The report also covers briefly some of the events of the year that will affect future Agency administration of CIARDS. [redacted]

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HOW THE STUDY WAS CONDUCTED

The writer was given unrestricted access to all files and records containing information related to Agency administration of CIARDS, including individual case records and verbatim transcripts of the meetings of the CIA Retirement Board. Information from these sources, plus contacts with Agency personnel involved in CIARDS administration, provided a basis for evaluating Agency discretion in designating employees for participation in this special retirement system.

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HOW THE REPORT IS ORGANIZED

This report is divided into the following five parts:

PART I	INTRODUCTION
PART II	QUALIFYING SERVICE
PART III	WHAT HAPPENED DURING THE YEAR
PART IV	STATISTICAL DATA
PART V	FINDINGS AND CONCLUSION

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PART II
QUALIFYING SERVICE

The Central Intelligence Agency Retirement Act of 1964 for Certain Employees contained very broad criteria for determining what service is qualifying for participation in this special retirement system. Section 203 reads in part as follows:

"The Director may designate from time to time such Agency officers and employees whose duties are determined by the Director to be (i) in support of Agency activities abroad hazardous to life or health or (ii) so specialized because of security requirements as to be clearly distinguishable from normal government employment, hereafter referred to as participants, who shall be entitled to the benefits of the system."

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These criteria have been refined and made more specific by Agency
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Regulations [redacted] which now reads as follows:
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All service overseas, regardless of location or type, is qualifying for participation in CIARDS. An employee needs 60 months of qualifying service to be designated for participation, but all overseas service is counted regardless of the total.

Domestic service, on the other hand, is qualifying only if it meets rigid requirements of security or personal hazard. It is counted only in the amount needed to meet the 60 month requirement. For example, if an employee has no overseas service, he or she may be credited with up to 60 months of qualifying domestic service, but no more. An employee who has 60 or more months of overseas service is not credited with any domestic service even though it would meet the qualifying requirements. An employee with both overseas service and qualifying domestic service is credited with all the overseas service but only enough domestic service to bring the total up to 60 months.

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Each year since 1979 the Agency has complied with a request by the House Permanent Select Committee on Intelligence to supply the Committee with "annual summaries of CIARDs retirements that are not based solely on overseas service". Previous summaries have been included in the annual reports, and the summary for the fiscal year ending 30 September 1984 follows.

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PART THREE

WHAT HAPPENED DURING THE YEAR

25X1 The CIA Retirement Board continued to function effectively in its role of assisting the Director of Personnel to designate employees for participation in CIARDS, to determine what service is qualifying, and to approve retirements. [redacted]

25X1 There were no changes in Agency policy that will affect the exercise of discretion in these determinations, and the changes in the law and the regulations that occurred during the year will have no bearing on these decisions. [redacted]

25X1 The percentage of Agency employees who are participants in CIARDS is at its lowest point since the system was originally put into effect. Only [redacted]

25X1 Changes in law during the year related largely to annuity cost-of-living adjustments, with one change affecting interest on deposits for military service. [redacted]

25X1 One Executive Order was issued to conform CIARDS to a change already enacted for the Civil Service Retirement System. This relatively minor change affected only interest on deposits for military service. [redacted]

25X1 The Agency reissued its regulations relating to CIARDS to reflect all of the changes in law that have occurred since 8 September 1982, plus changes of a technical and clarifying nature. [redacted]

Although no new former spouses were added to the two currently receiving benefits under the CIA Spouses Retirement Equity Act of 1982, [redacted] more have been found potentially eligible for benefits in the future.

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Additional information on these and other happenings will be found in
25X1 the pages that follow. [redacted]

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CIA RETIREMENT BOARD

25X1 One of the first actions taken by the Agency after the CIA Retirement Act was passed in 1964 was to establish the CIA Retirement Board. [redacted]

25X1 This Board consists of a Chairman and four other members, each of whom is a senior official of the Agency and a representative of a Directorate. Members of the Board are appointed by the Director of Personnel. [redacted]

The Board assists the Director of Personnel in exercising authority delegated to him by the DCI in connection with administration of CIARDS. Among the important responsibilities are to (a) determine what services of employees are qualifying for participation in CIARDS, (b) designate employees for participation, and (c) approve retirements under CIARDS.

25X1 These functions must be carried out with due regard to the law, the regulations, and Agency policy as reflected by precedent decisions. [redacted]

25X1 Staff services to the Board are supplied by (a) a Legal Advisor, (b) a Technical Advisor, (c) an Executive Secretary who prepares an agenda for each meeting, presents items for Board discussions, and prepares minutes after each meeting, and (d) a Recording Secretary who produces a verbatim transcript of the proceedings of each meeting. Each of these staff members attends meetings but does not have voting privileges. [redacted]

25X1 During the fiscal year that ended 30 September 1983, turnover changed the complexion of the CIA Retirement Board. The Chairman, three other Members, and the Executive Secretary were replaced. The one remaining Member had been appointed in April of 1981. [redacted]

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Two of the Members who were appointed in F.Y. 1983 were replaced in F.Y. 1984. The Board now consists of a Chairman appointed in August of 1983, and Members appointed in April of 1981, August of 1983, February of 1984, and April of 1984. The Director of Personnel and the Chairman and two other Members of the Board are participants in CIARDS. The other two Board Members are in the Civil Service Retirement System. [redacted]

During Fiscal Year 1984 the Board held ten regular meetings, varying in length from twenty minutes to two hours and forty-five minutes. Total time for the ten Board meetings was 12 hours and ten minutes. The Board made recommendations that resulted in the following:

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[redacted]

Most of the Board's meeting time was spent considering employee applications for approval of domestic service as qualifying for CIARDS. One unusually difficult case will demonstrate how seriously the Board considers its responsibility to be fair to each individual employee, while at the same time carefully observing and applying the law, the regulations, and Agency policy as reflected in decisions over the years.

[redacted]

25X1 In this case the employee had performed some service overseas and claimed enough qualifying domestic service to complete the 60 months required for participation in CIARDS. His application was submitted to the CIA Retirement Board through channels, and the Board invited him to appear in person to support his written description of the domestic service he claimed as qualifying. After about 35 minutes of discussion, the Board asked the applicant to submit additional evidence. [redacted]

25X1 At its next meeting after discussing and considering the evidence for about 40 minutes, the Board concluded that the employee had not performed enough qualifying service to be designated for CIARDS participation. [redacted]

25X1 When he was informed of this conclusion, the employee asked for reconsideration and submitted additional evidence. The Board considered this additional evidence for about 50 minutes at its next meeting, and then decided to invite the employee in for a second appearance to answer a series of questions to which the answers were still not clear to the Board. [redacted]

25X1 The Board spent another 1 hour and 50 minutes on this case at its next meeting, asking the applicant for details that would help to clarify the precise nature of his employment in various assignments. The questions and discussion were all directed toward determining whether the service meets the criteria to be approved as qualifying for CIARDS. [redacted]

25X1 The Board again found that the employee did not have the 60 months of qualifying service needed for participation in CIARDS, and this finding was accepted by the Director of Personnel as his final decision. [redacted]

25X1 The employee appealed this decision, and the finding of the Board was sustained. [redacted]

While this case was unusually difficult and time-consuming, taking up nearly 4 hours of the time of the Board, it accomplished several results:

1. The employee had his day in court and was given every opportunity to support his claim.
2. Both the employee and the Board now know how many months of the employee's service are qualifying. He may very well perform additional qualifying service in the future and attain CIARDS participation.
3. The record established by consideration of various assignments in this case will facilitate consideration of future applications by other employees.
4. In a sense, the detailed discussions were informative and educational to individual members of the Board.

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One item discussed and decided by the Board during the year resulted in a change in the regulations and merits some discussion. Until 27 August 1984 paragraph (c) of the regulation defining qualifying service read as follows:

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"(c) Which requires the continued practice of tradecraft under conditions of most stringent security for the purpose of maintaining personal cover in support of Agency activities; or"

The 27 August 1984 revision of the regulations changed paragraph (c) to read:

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"(c) Which requires the continued practice of tradecraft under condition of most stringent security in support of Agency activities; or"

As will be noted, the change consists solely of deleting the phrase "for the purpose of maintaining personal cover". Before it was adopted, the Board discussed the proposed change at length and finally approved it without objection from any Member.

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The revision was not intended to change past practice, but rather to make it easier to decide future cases by putting the emphasis on "stringent tradecraft" rather than on "personal cover". Applicants tended to describe service they considered to be qualifying in terms of cover, which isn't qualifying unless the practice of stringent tradecraft is involved - tradecraft to protect the particular operation they are working on. [redacted]

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The paragraph above is this writer's interpretation of the basis on which the Board decided to change the regulation. It is a distillation of discussions over many pages of the verbatim transcript of two meetings of the Board. In a wide range of views expressed during the discussion, not every thought is consistent with the final decision. [redacted]

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If future cases follow the precedents of those decided before this revision of the regulations, which the Board stated to be its intention, no change in policy will have occurred. If, on the other hand, future decisions are different because of the change in regulations, then the Agency will have made a change in the policies under which it determines what service is qualifying for CIARDS without intending to do so. [redacted]

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A reading of the verbatim transcripts of the ten regular meetings of the Retirement Board during F.Y. 1984, plus a review of selected individual cases, confirms that the Board continues to adhere strictly to the law, the regulations, and established Agency policy. No exceptions or deviations were found. [redacted]

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CHANGES IN THE CIA RETIREMENT ACT

The Central Intelligence Agency Retirement Act for Certain Employees may be amended in either of two ways:

1. Directly by enactment of an Act of Congress, or
2. Indirectly by enactment of an amendment to the Civil Service Retirement Act, followed by issuance of an Executive Order to conform the CIA Retirement Act to the revised provisions.

The final step in the process of amendment is to revise Agency

Regulations [redacted] to reflect the new provisions. [redacted]

During the fiscal year that ended 30 September 1984, one amendment to CIARDS was effected by the indirect process. Public Law 98-94, enacted 24 September 1983 amended the Civil Service Retirement Act to extend by one year the interest-free period for deposits to cover post-1956 military service prescribed by P.L. 97-253 dated 8 September 1982.

Executive Order 12485 issued July 13, 1984 conformed CIARDS to this change in the Civil Service Retirement Act enacted by P.L. 98-94.

Agency Regulations [redacted] were revised and reissued 27 August 1984, and the revision includes the change brought about by enactment of P.L. 98-94 and issuance of Executive Order 12485.

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Three other changes were made by the direct process. [redacted]

Public Law 98-270 enacted 18 April 1984 cancelled the cost-of-living annuity increase scheduled for 1 May 1984, and changed the method of determining the amount of future increases. These two changes directly amended provisions of law that had been made specifically applicable to CIARDS, so no Executive Order is needed to conform CIARDS to the new provisions. [redacted]

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The percentage by which annuities will be increased in the future will be determined by comparing the Consumer Price Index for the third quarter of the calendar year to the CPI for the third quarter of the previous year [redacted]

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Public Law 98-396 enacted 22 August 1984 also directly amended provisions of law specifically applicable to CIARDS. This change repealed the provision of P.L. 97-253 that specified a Fiscal Year 1985 COLA for under-age 62 non-disability retirees at a rate different from other retirees. As a result of this change, the COLA effective 1 December 1984 will be the same (3.5 percent) for all retirees regardless of age [redacted]

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EXECUTIVE ORDERS

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Executive Order 12485 signed 13 July 1984, was the only Executive Order issued during the past year to conform CIARDS to legislation enacted to amend the Civil Service Retirement Act. The amendment itself was of minor importance except to a relatively few employees personally affected. [redacted]

For many years military service performed after 1956 could not be credited in the computation of annuity once the individual involved reached age 62. Public Law 97-253 the "Omnibus Budget Reconciliation Act of 1982", enacted 8 September 1982 and P.L. 97-346 enacted 15 October 1982, amended this so-called "Catch 62" provision. New employees are now required to make a deposit to the Retirement Fund equal to 7 percent of the military pay in order to receive any credit for post-1956 military service. Present employees may either make the deposit and continue to include the military service after age 62, or they may not make the deposit and have credit for the service deleted from the annuity computation at age 62. Individuals retired on or before 8 September 1982 may not make a deposit; their annuity after age 62 will include post-1956 military service and the annuity will be reduced by the amount of Social Security benefit attributable to the post-1956 military service. [redacted]

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P.L. 97-253 specified that interest would be required on any deposit for military service made more than two years after the later of 1 October 1982, or the date of appointment of a new employee. Interest would begin after the specified two-year period. [redacted]

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Public Law 98-94, signed 24 September 1983 changed the date "October 1, 1982" in the above paragraph to "October 1, 1983". In other words, the period during which a deposit to cover post-1956 military service could be made without payment of interest was extended for one year. [redacted]

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Executive Order 12485 amended Section 252 (h) (2) (A) of the Central Intelligence Agency Retirement Act of 1964 for Certain Employees, as amended, to conform to the change in the Civil Service Retirement Act enacted by P.L. 98-94. [redacted]

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REGULATIONS

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On 27 August 1984 the Agency reissued its regulations [redacted] pertaining to CIARDS. In addition to changes of a clarifying and technical nature, the reissue brought the Agency up to date to recognize changes made by the following:

P.L. 97-253 enacted 8 September 1982

P.L. 97-269 enacted 27 September 1982

P.L. 97-346 enacted 15 October 1982

P.L. 97-377 enacted 21 December 1982

P.L. 98-94 enacted 24 September 1983

P.L. 98-270 enacted 18 April 1984

P.L. 98-369 enacted 18 July 1984

P.L. 98-396 enacted 22 August 1984

E.O. 12443 issued 27 September 1983

E.O. 12485 issued 13 July 1984. [redacted]

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Copies of the revised regulations [redacted] were transmitted to the Chairmen of the House Permanent Select Committee on Intelligence and the Senate Committee on Intelligence by letters dated 23 November 1984. [redacted]

CENTRAL INTELLIGENCE AGENCY SPOUSES RETIREMENTEQUITY ACT OF 1982

The CIA Spouses Retirement Equity Act of 1982, Title VI of Public Law 97-269 enacted 27 September 1982, provides a measure of financial protection to certain former spouses as well as current spouses. To qualify as a former spouse, a wife or husband must have been married to an Agency employee during at least 10 years of creditable service, and must have been outside the United States with the employee for at least five of those years. This law directly amended CIARDS but was also made applicable to Agency employees who are under Civil Service Retirement.

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P.L. 97-269 included this directive:

"(o) The Director shall, on an annual basis -

- (1) inform each participant of his or her right of election under subsections (f) (2) and (n); and
- (2) to the maximum extent practicable, inform spouses or former spouses of participants or former participants of their rights under this section and sections 222, 223, and 234 (c), (d), and (e)."

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The required annual notice to retirees went out in October, 1984.

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The notice to employees and spouses was issued on 7 December 1984.

During the fiscal year that ended 30 September 1984, 67 individuals inquired about their eligibility for benefits under P.L. 97-269. None of them were eligible for immediate annuities, although 6 will be eligible for a share of monthly annuity when the employee retires, and another 20 will be eligible for a monthly benefit if they survive the retired employee to whom they were formerly married.

25X1 This brings to 134 the number of direct inquiries processed since enactment of P.L. 97-269. Two former spouses are currently receiving monthly benefits. Thirteen former spouses will qualify for a share of monthly benefits when the employee retires, and 27 are eligible for a monthly benefit if they survive the retired employee.

On 8 November 1984, which is after the end of the fiscal year covered by this report, the President signed Public Law 98-615, the "Civil Service Retirement Spouse Equity Act of 1984". This law, which is more liberal than the 1982 provisions enacted for CIARDS, will apply to all Agency employees who are under the Civil Service Retirement Act. It does not amend CIARDS, and the authority of the President to conform CIARDS to Civil Service Retirement amendments is specifically made inapplicable to its provisions.

25X1 A bill H.R. 5805 in the 98th Congress to liberalize the 1982 provisions for CIARDS was not enacted. It will probably be reintroduced in the 99th Congress

CHANGES IN ANNUITY COLA

Immediately before enactment of the Omnibus Budget Reconciliation Act of 1982, annuities under both the Civil Service Retirement System and CSARDS were adjusted once a year to reflect inflation. The amount of each COLA was equal to the percentage change in the Consumer Price Index from December of one year to December of the next. The annuity increase was effective March 1 and first paid in the April checks. The age of the annuitant was not a factor in determining the amount of the increase.

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Public Law 97-253 enacted 8 September 1982 (the Omnibus Budget Reconciliation Act of 1982) made a number of changes, including the following:

1. For fiscal years 1983, 1984, and 1985 annuitants under age 62 (except survivors and employees retired for disability) were to receive one half of the assumed increase in the price index, plus any amount by which the actual increase in CPI might exceed the assumed increase. Assumed increases in CPI were 6.6 percent for fiscal year 1983, 7.2 percent for 1984, and 6.6 percent for 1985. These so-called Diet COLAs would end with F.Y. 1985, and thereafter all annuitants would get the same percentage increase regardless of age.

2. The effective date of COLAs was delayed to April 1 for fiscal year 1983, May 1 for fiscal year 1984, and June 1 for fiscal year 1985.

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3. The pay of any civilian employee also receiving military retired or retainer pay would be reduced by the amount of any cost-of-living increase in the retired or retainer pay. [redacted]

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The changes in paragraphs numbered 1 and 2 above were made specifically applicable to CIARDS as well as CSR. Paragraph 3 applied to all civilian employees. [redacted]

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Public Law 98-270 enacted 18 April 1984, the Omnibus Budget Reconciliation Act of 1983, changed the following for both CSR and

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CIARDS. [redacted]

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1. Cancelled annuity increases for fiscal year 1984, which otherwise would have become effective May 1 1984. [redacted]

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2. Permanently changed the effective date of future increases to December 1 for 1984 and subsequent years. [redacted]

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3. Changed the method of determining the amount of each COLA to a comparison of the average CPI for the third calendar quarter of one year with the average CPI for the third calendar quarter of the next year. The COLA would equal the percentage increase in CPI resulting from this comparison. [redacted]

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Public Law 98-369 enacted 18 July 1984 prospectively repealed the provision of P.L. 97-253 that required a reduction in the pay of an employee equal to any cost-of-living increase he or she received in military retired or retainer pay. [redacted]

The provision of P.L. 97-253 that prescribed diet COLAs for non-disability retirees under age 62 was allowed to expire by its own terms after fiscal year 1985. The House of Representative passed a bill, H.R. 4170, containing a provision to limit under-age 62 COLAs to one half the full COLA for fiscal years 1986 and 1987. The Senate-passed version of H.R. 4170 contained no such provision. In a conference on the bill, the House receded to the Senate, and the bill finally enacted as P.L. 98-369 on 18 July 1984 is silent about under-age 62 cost-of-living adjustments. There is no language in any law that repeals under-age 62 COLAs. The provision of the 1982 law which established them for fiscal years 1983, 1984 and 1985 was never extended beyond fiscal year 1985. [redacted]

When it appeared that half the assumed increase in the price index for fiscal year 1985 (3.6%) might exceed the actual increase (which turned out to be 3.5%) Congress included a provision in Public Law 98-396 enacted 22 August 1984 (a supplemental appropriation law) to limit the December 1, 1984 COLA for non-disability retirees under age 62 to the actual percentage increase in CPI. [redacted]

PART IV
STATISTICAL DATA

In this part of the report statistical tables are used to show the end results of the Agency's administration of CIARDS. Most of the tables show what happened during the fiscal year with numbers for other years used for purposes of comparison and to show total experience since the program began. Most of the tables are self-explanatory and require little or no narrative.

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PARTICIPATION IN CIARDS

The legislative history of the CIA Retirement Act reflects a clear understanding between the Agency and the Congressional Committees that CIARDS participation would be limited to approximately percent of Agency employees. This understanding was never put into a directive or a provision of law.

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From 1964 to 1976 employees could be approved for participation in CIARDS with as little as eighteen months of qualifying service. They were later removed from CIARDS unless they continued to acquire additional months of qualifying service. By 1971 CIARDS participation exceeded

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percent and peaked at percent in 1974.

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The Civil Service Retirement System applies to new employees of the Agency and their retirement deductions go into the Civil Service Retirement Fund. When an employee is designated for CIARDS participation, his or her retirement account is transferred from the Civil Service Retirement Fund to the CIARDS Fund. During the period when employees were admitted to CIARDS with eighteen months of qualifying service and later removed if they failed to meet additional service requirements, there was a constant flow of transfers of accounts from CSR to CIARDS, back to CSR, and in many cases once again back to CIARDS. [redacted]

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Permanent participation in CIARDS requires 60 months of qualifying service. In 1976 the Agency changed its policy to require 60 months for designation and back-and-forth transfers between funds were eliminated except for an occasional employee who elects out of CIARDS at the point of fifteen years of service. [redacted]

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Participation in CIARDS continues to drop, and reached a new low of [redacted] percent at the end of fiscal year 1984. This is a drop of [redacted] percent from a year ago. [redacted]

25X1

Future participation in CIARDS will probably not vary much from the present, unless there are significant changes in Agency strength or in the number or duration of overseas assignments. See TABLE 1 [redacted]

DESIGNATIONS AND REMOVALS

25X1

25X1

[redacted] employees were designated for CIARDS participation during the fiscal year. This is down from [redacted] in F.Y. 1983. [redacted]

25X1

Only one employee was removed, by voluntary election at the completion of 15 years of service. See TABLE 2 [redacted]

CIARDS RETIREMENT ELIGIBILITY

25X1 25X1 A year ago percent of CIARDS participants were eligible to retire -
 25X1 percent voluntarily and percent if involuntarily separated. Now
 25X1 percent are eligible - still percent voluntarily but now percent
 25X1 25X1 involuntary. See TABLE 3

RETIREMENTS IN FISCAL YEAR 1984

25X1 For the first year since 1974, retirements of Agency employees under
 the Civil Service Retirement System exceeded those under CIARDS.

25X1 percent of the CIARDS retirees were from the Directorates
 25X1 of Operations and Administration. Only percent of CSR retirements were
 25X1 from Operations and Administration. See TABLE 4

25X1 The original CIA Retirement Act was justified in part on the need to
 retire certain employees earlier than at the ages normally experienced
 under Civil Service Retirement. CIARDS continues to serve this function,
 with CIARDS employees retiring at an average age of 54.1, four years
 younger than the CSR average age of 58.1.

25X1 25X1 percent of the CIARDS retirements were at age 50,
 25X1 percent were at ages 51 through 55, and percent were at ages 56
 25X1 through 60. Two CIARDS retirements were at age 62. See TABLE 5

25X1 employees were retired under the mandatory age provisions of
 25X1 CIARDS, with years of service ranging from 20 to 39.

25X1 percent of the total, retired
 25X1 voluntarily; retired because of disability.

25X1

25X1 Of the [] CIARDS retirees, [] percent had completed 25 or
 25X1 more years of service, and [] percent had 30 years or more. The
 25X1 average years of service for all 1984 CIARDS retirees was 29 years. See
 TABLE 6. []

25X1 CIARDS permits voluntary retirement at age 50 with 20 years of
 25X1 service. The [] employees who retired at age 50 during 1984 averaged
 25X1 27.7 years of service. [] retirees had the minimum of 20 years. See
 25X1 TABLE 7. []

25X1

RETIREMENTS FROM 1965 to 30 SEPTEMBER 1984

25X1 25X1 A total of [] employees have retired under CIARDS since the
 25X1 program began. [] percent of them, or [] have retired
 25X1 25X1 voluntarily; [] percent, or [] retired because of involuntary
 25X1 25X1 separations; [] percent, or [] were for disability [] percent, or []
 25X1 25X1 were mandatory for age. [] employees have received deferred annuities
 25X1 25X1 based on separations that occurred before the employee qualified for
 25X1 immediate annuity. [] CIARDS participants have died
 25X1 in service. []

25X1 25X1 Of the [] who retired, [] were still on the annuity roll as of
 25X1 30 September 1984. This indicates an amazingly low death rate for CIARDS
 25X1 25X1 retirees. A total of [] survivors of CIARDS employees and retirees were
 25X1 also receiving annuities at the end of F.Y. 1984. See TABLE 8 []

S-E-C-D-E-T

25X1 During the same period 1965 through 1984 [] Agency employees
 25X1 retired under the Civil Service Retirement System. This is only [] more
 25X1 than total retirements under CIARDS. [] percent of CSR retirements
 25X1 25X1 were optional, [] percent were discontinued service; [] percent were for
 25X1 disability; and [] percent were mandatory for age. The only two age
 25X1 retirements in F.Y. 1984 were firefighters; age retirement was abolished
 25X1 for CSR in 1978 except for a few hazardous occupations. See TABLE 9 []
 25X1 While only [] percent of Agency employees are CIARDS participants,
 25X1 [] percent of retirements in F.Y. 1984 were under CIARDS. This is the
 25X1 first year since 1974 that CSR retirements have exceeded those under
 25X1 CIARDS. See TABLE 10 []

One of the strongest justifications for enactment of the CIA
 Retirement Act in 1964 and for its continued operation is the need to keep
 the service young and vigorous. This objective is being served very well
 by CIARDS; in F.Y. 1984 employees retiring under CIARDS were, on the
 average, four full years younger than Agency employees retiring under
 25X1 Civil Service Retirement. See TABLE 11 []

[] percent of CIARDS retirees in F.Y. 1984 were age 50 or
 25X1 under, and [] percent were in the age category of 51 to 59 years. Only
 25X1 [] percent were retired because of the mandatory age 60 provision. In
 25X1 contrast [] percent of CSR retirees were age 60 or over. See TABLE 12
 25X1 []

25X1

[redacted] of Agency employees retiring in F.Y. 1984 were at GS-13

and above, the same as F.Y. 1983. The percentage retiring at GS-12 and

above dropped sharply from [redacted] percent in F.Y. 1983 to [redacted] percent in

F.Y. 1984. For CIARDS retirements, the percentage at GS-13 and above was

up for F.Y. 1984; the percentage at GS-13 and up was down. See TABLES 13

25X1 and 14 [redacted]

AGE COMPARISONS

Tables 15, 16, 17 and 18 show in tabular and graphic form some
comparisons of age and grade for active employees of the Agency, including
data for past years and projections for the future. [redacted]

25X1

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PART V

FINDINGS AND CONCLUSION

FINDINGS

25X1 1. Only [redacted] percent of Agency employees were participants in CIARDS as of 30 September 1984. This is the lowest participation since the system was originally established, and is far below the [redacted] percent initially estimated by the Agency and the Congressional Committees. [redacted]

25X1 2. Although only [redacted] Agency employee in [redacted] is a participant in CIARDS, [redacted] percent of retirements in F.Y. 1984 were under the special CIA system. This is the first year since 1974 that more than half of all Agency retirements have been under the Civil Service Retirement System. [redacted]

25X1 3. CIARDS continues to serve the objective of retiring certain essential employees at ages younger than those normally experienced under the Civil Service Retirement System. Although the average age at retirement has gone up almost two years since 1979, the average Agency employee retiring in F.Y. 1984 under CIARDS was four full years younger than the average CSR retiree.

25X1 [redacted]

25X1 4. Changes in the law during 1984 deal primarily with annuity cost-of-living adjustments. There were no changes that will have any bearing on the Agency's exercise of discretion to designate employees for participation in CIARDS. [redacted]

S-E-C-R-E-T

25X1

5. The Agency's regulations pertaining to CIARDS were reissued 11 August 1984 to reflect changes brought about by all laws enacted and Executive Orders issued since 8 September 1982, and to include changes of a technical and clarifying nature. [redacted]

25X1

The only change in the regulations concerning qualifying domestic service was not intended to change policy, but only to reflect more clearly policy already established by precedent decisions. [redacted]

CONCLUSION

25X1

The CIA Retirement Board continued its strict application of the law and the regulations dealing with service qualifying for CIARDS, and observed Agency policy as established by precedent decisions. [redacted]

25X1

The Central Intelligence Agency Retirement Act of 1964 For Certain Employees is being administered as a system for a quite limited number of employees, in conformance with the intent of Congress. [redacted]

25X1

Extensive review revealed no deviations or exceptions from the law, the regulations, or established Agency policy during the fiscal year ending 30 September 1984 [redacted]